



POSITION ANALYSIS

Corpsmember Firefighter

Program Name: California Conservation Corps		Position Title: Corpsmember (Firefighter)	
Normal Hours Worked Per Day	8	Normal Hours Worked Per Week	40

DESCRIPTION OF THE CALIFORNIA CONSERVATION CORPS PROGRAM

The California Conservation Corps (CCC) is a department within the California Natural Resources Agency. The CCC offers young adults ("Corpsmembers") a paid opportunity to advance their career and educational horizons while engaging in and providing important environmental and community services to state and local communities. Corpsmembers work on environmental projects and respond to natural and man-made disasters. Through this work, they gain skills and experience that lead to meaningful careers. The CCC's motto is "Hard work, low pay, miserable conditions and more!" The CCC is dedicated to developing Corpsmembers into citizens with character, credentials, and commitment.

NOTE: This form is to be used when evaluating an applicant who is applying to the CCC directly into the CCC firefighter program, as a Corpsmember (CM) firefighter. Please note that the CM firefighter position exposes an individual to more physically demanding activities than those experienced by individuals enrolled in the general CM position. Therefore, the medical provider should thoroughly review this position analysis during the medical evaluation.

DESCRIPTION OF POSITION RESPONSIBILITIES

Some CMs will be required to live in residential environments with large groups of people (50 to 200 and sometimes more). The CCC residential program is not a care facility and is not staffed to provide assistance, (i.e., psychiatric care or medications) to individuals with physical or mental disabilities. CMs may also be assigned to work in remote locations which can require living in tent camps (remote and temporary facilities) for up to 21 days at a time.

ESSENTIAL FUNCTIONS OF THE CCC CORPSMEMBER FIREFIGHTER

CM firefighters must have the physical and mental capacity to work outdoors under extreme weather conditions; work cooperatively as a team member; work with persons of a different gender, sexual orientation, ethnicity and/or background; and perform assigned activities safely and effectively without causing harm to themselves and others with whom they come into contact.

CM firefighters may be required to continuously be on their feet during working hours. When working on a fire assignment, extensive walking and hiking is required. CM firefighters are required to perform extremely physically demanding work that uses both their lower and upper extremities. During fire assignments, they will work outdoors under adverse environmental conditions for extended periods of time. CM firefighters can be assigned to initial attack or mop-up assignments, which can expose them to extreme temperatures (over 100°F), excessive amounts of dust and smoke, and very steep terrain with loose soil. They may be required to drag or carry hoses and/or packs weighing up to 50 lbs. for extended distances while carrying firefighting tools. The CM firefighters may be required to work over 24-hour work shifts. During floods the CM firefighter may be exposed to extreme cold, snow, rain and high winds for extended periods under the same work shift condition identified above. Other disaster or rescue response calls can require that the CM firefighter work under unusually adverse conditions for extended periods of time.

When assigned to an emergency incident, the CM firefighter is expected to have the endurance to perform arduous physical tasks in emergency situations throughout the state. The CM firefighter may be assigned to the night shift and required to sleep during the day to be ready for the following night shift. Day sleeping due to the times of shift change, combined with high temperature (over 100°F), smoke, dust, and noise, makes rest quite difficult to obtain. Normal regularity of meals becomes impossible in these situations; also, the firefighter must be capable of responding to the above demanding stressful situations at all times.

A CM firefighter must have visual acuity (Snellen) of not less than 20/100 without correction in each eye, corrected to not less than 20/30 in one eye. The individual must have color vision adequate to successfully perform the essential functions of the position, including the ability to correctly identify different colored vehicles, as measured by the Ishihara Pseudo-Chromatic Plate Test. A CM firefighter requires uncorrected hearing adequacy within speech frequencies. A CM firefighter must have full use of both hands and feet. The individual must have the necessary strength and agility required for extensive bending, stooping, and squatting, and must have no more than a mild susceptibility to poison oak. The CM firefighter must be able to work in situations with intense heat in addition to being able to tolerate exposure to heavy smoke and dust.

The CM firefighter typically is required to engage in psychologically stressful and/or physically demanding activities consistent with firefighting, disaster response, and emergency medical response, including working in isolated areas,

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walking or running on uneven rough terrain, and remaining on actively engaged in firefighting activities for 24 hours or longer without a break.

When not responding to emergencies, CM firefighters can be assigned to field projects or training which will still require an above average ability to perform physically and mentally demanding activities under extremely adverse conditions in all types of weather and terrain. Additional projects may involve clearing trails; cutting brush; assisting in the maintenance and repair of buildings, grounds, and equipment; inspecting, cleaning and repairing fire hoses and equipment; sharpening fire tools; painting equipment and buildings; performing semi-skilled or laboring construction work; and performing general station housekeeping and kitchen duties.

PSYCHOLOGICAL CONSIDERATIONS

The physical requirements of a CCC Corpsmember vary from day-to-day, depending upon the project, location, and terrain. The CCC Corpsmember must be ready to respond and perform during emergencies (fires, floods, earthquakes, oil spills, etc.) and non-commutable project sites (spike locations). Project sites are primarily outdoors and, as required, a CCC Corpsmember may spend extended periods operating from and living in primitive facilities, sometimes isolated from communities. For the health and safety of the Corpsmembers they must be able to exercise good judgment and decision making ability, with or without a reasonable accommodation, on their initial day of enrollment with the CCC.

Sections 1 – 3 outline the physical demands placed on CM firefighters and are therefore deemed essential functions of the position. CM firefighters must be ready to perform the essential functions, with or without a reasonable accommodation, on their initial day of enrollment in the CCC. Section 4 outlines the environmental exposures the CM firefighter will encounter. For the health and safety of the CM firefighters, they must not be overly sensitive to the possible exposures outlined in section 4.

1. Check the frequency of activity required of the Corpsmember Firefighter position.

ACTIVITY	NEVER (0 HOURS)	OCCASIONALLY UP TO 3 HOURS	FREQUENTLY (3 - 6 HOURS)	CONSTANTLY (6 - 8+ HOURS)	SAMPLE ACTIVITIES -- ACTIVITIES MAY VARY DEPENDING UPON TYPE OF WORK ASSIGNED
Sitting		X			Riding in vehicle to project site; attending trainings educational classes.
Walking				X	Walking or hiking to and from project sites, can walk/hike miles to and from project site.
Standing				X	General work projects, training, directing vehicle traffic, staffing a demonstration booth, etc.
Bending (neck)				X	Cutting vegetation, picking up debris or other materials, etc.
Bending (waist)				X	Cutting vegetation, trail construction, picking up debris, loading materials, etc.
Squatting		X			Planting trees, filling sandbags, equipment assembly, etc.
Climbing			X		Tree climbing, working on scaffolding, working with ladders, etc.
Kneeling		X			Planting trees, masonry work, construction projects, chainsaw operations etc.
Crawling		X			Cleaning debris from confined areas, installation work, etc.
Twisting (neck)				X	Working on fire line, ensuring personal and other workers safety, traffic control, etc.
Twisting (waist)				X	Cutting vegetation, moving sandbags, hauling debris, working with hand tools, loading and unloading material, etc.

2. Hand use:

Dominant: Right / Left					
ACTIVITY	NEVER (0 HOURS)	OCCASIONALLY UP TO 3 HOURS	FREQUENTLY (3 - 6 HOURS)	CONSTANTLY (6 - 8+ HOURS)	SAMPLE ACTIVITIES -- ACTIVITIES MAY VARY DEPENDING UPON TYPE OF WORK ASSIGNED
Is repetitive use of hand required?				X	All project assignments (including cutting fire line) and most training or educational assignments.
Simple Grasping (right hand)				X	All project assignments which require the use of hand tools, writing in journal, etc.
Simple Grasping (left hand)				X	All project assignments which require the use of hand tools, writing in journal, etc.
Power Grasping (right hand)				X	Tree climbing, trimming shrubbery, stream clearance, rock work, power equipment operations/use, cutting fire line, etc.

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Power Grasping (left hand)				X	Tree climbing, trimming shrubbery, stream clearance, rock work, power equipment operations and use, cutting fire line, etc.
Fine Manipulation (right hand)		X			Writing (major hand), use of some power tools, projects involving wiring and installation of fixtures, cutting and slicing in kitchen work, etc.
Fine Manipulation (left hand)		X			Writing (major hand), use of some power tools, projects involving wiring and installation of fixtures, cutting and slicing in kitchen work, etc.
Pushing & Pulling (right hand)				X	Pushing wheelbarrow, pushing boxes or other supplies, pushing/pulling of debris or vegetation, cutting fire line, etc.
Pushing & Pulling (left hand)				X	Pushing wheelbarrow, pushing boxes or other supplies, pushing/pulling of debris or vegetation, cutting fire line, etc.
Reaching (above shoulder level)			X		Moving supplies, climbing, trimming shrubbery, changing ballasts in overhead lighting, reaching with hand or power tools, cutting fire line, etc.
Reaching (below shoulder level)				X	Moving supplies, climbing, trimming shrubbery, reaching with hand or power tools, cutting fire line, etc.

3. Please indicate the daily lifting and carrying requirements of the position. Indicate the height the object is lifted from ground, table or overhead location and the distance the object is carried.

Lifting						Carrying					
Weight	Never 0 hrs	Occasionally up to 3 hrs	Frequently 3-6 hrs	Constantly 6-8+ hrs	Height	Never 0 hrs	Occasionally up to 3 hrs	Frequently 3-6 hrs	Constantly 6-8+ hrs	Distance	Object
0-10 lbs.				X	floor to chest or above shoulder and return				X		Landscape or construction materials, tools and equipment.
11-25 lbs.				X	same as above				X		same as above
26-50 lbs.				X	same as above				X		same as above
51-75 lbs.		X			same as above		X				same as above
76-100 lbs.		X			same as above		X				same as above

Unique lifting and carrying requirements:

Corpsmember firefighters may be required to haul firefighting equipment to and from the fire-line. May be required to lift and carry 100+ pounds with assistance of others or mechanical aid. May be required to hike to and from fire line with gear and equipment pack weighing 15 to 50 lbs for extended distances while carrying firefighting tools.

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ENVIRONMENTAL EXPOSURES

4. Please indicate if the position requires:			
ADDITIONAL POSITION ACTIVITIES OR PROGRAM SITE FACTORS	YES	NO	(IF YES, PLEASE DESCRIBE BRIEFLY)
A. Driving cars, trucks, forklifts and other equipment	X		May drive or operate vehicles or equipment.
B. Working with or around equipment and machinery?	X		May work with or around various types of power tools and/or equipment, including commercial kitchen equipment, etc.
C. Walking on uneven ground?	X		Outdoor work on all types of terrain and in high elevations.
D. Exposure to excessive noise?	X		When working with power tools, chainsaws, high traffic areas, construction sites, etc.
E. Exposure to extremes in temperature, humidity, or wetness?	X		Outdoor work in all California weather conditions. May be subject to extreme weather conditions (i.e., snow or temperatures over 100° F) for extended periods of time. May be required to work in water for extended periods of time.
F. Exposure to dust, gas, fumes, smoke or chemicals?	X		Sandbagging, working with power equipment (fuel mix/oil), trail work, construction projects, fire camp or, application of pesticides, etc.
G. Working on or very near to wildland fire	X		Fire line assignments can expose Corpsmember to radiant heat and flames. Flying embers, excessive smoke, poisonous smoke (e.g. poison oak) ash and soot from burn area, heavy fumes from chainsaw use, etc.
H. Working at heights?	X		Working on bridges, over rivers or ravines, work on roof tops, working on ladders or lifts, etc.
I. Operation of foot controls or repetitive foot movement?	X		Walking and hiking to worksites, may be required if operation backhoe, forklift or other equipment, etc.
J. Use of special visual or auditory protective equipment?	X		Required to wear eye protection to protect from flying debris. Also required to wear ear protection to protect from power tool or power equipment noise.
K. Exposure to bio-hazards such as: blood borne pathogens, sewage, hospital waste, etc.	X		May be exposed to human and animal waste or hypodermic needles when working on roadsides, community clean-ups, near homeless camps, etc.
L. Exposure to outdoor hazards	X		May be exposed to poisonous plants such as poison oak, etc.; insects such as bees, spiders, ants, etc.; and other wildlife such as snakes, mountain lions, deer, bear, etc.